

SOUTH DAKOTA UNIFIED STATE WORKFORCE PLAN

Goals and Strategies

The strategic workforce vision of the State of South Dakota is to collaborate amongst government agencies, educators, businesses, and communities to develop a skilled workforce for employers in South Dakota. As South Dakota aligns efforts to make this vision a reality, three main goals will be the focus of workforce efforts as outlined in the 2020 Unified State Plan under Workforce Innovation and Opportunity Act (WIOA).

DEPARTMENT OF LABOR AND REGULATION

South Dakota Department of Labor and Regulation (DLR) will collaborate amongst government, education, business, and community to develop a skilled workforce which will allow employers in South Dakota to expand business when the opportunity arises.

Goal 1: Prepare residents of South Dakota to make informed decisions and support them at any point during their career pathway. Areas of priority as identified by the South Dakota Workforce Development Council (WDC):

- ***Engage youth in the workforce and ensure their awareness of the variety of educational and workforce options;***
- ***Educate parents about the variety of educational and workforce options for their children; and***
- ***Build a curriculum to assist schools prepare youth for the workforce.***

Strategy 1.1: Offer presentations to educators with labor market resources and toolkits.

Strategy 1.2: Collaborate efforts towards a 65% attainment goal for South Dakotans ages 25-34 to earn a post-secondary certificate, license, associates, or bachelor's degree by 2025 to meet future workforce needs.

Strategy 1.3: Implement Registered Apprenticeship Pathways Program to high school students the opportunity to concurrently earn high school credit, Registered Apprenticeship hours, post-secondary credit, and on-the-job experience.

Strategy 1.3: Offer a hands-on soft skills training with an emphasis on the seven soft skill behaviors to both middle and high school students.

Goal 2: Partner with businesses to discover opportunities and identify solutions to address workforce needs. Areas of priority as identified by the WDC are to build relationships with business and industry organizations, and engage businesses to assist in educating youth and parents about workforce opportunities in South Dakota.

Strategy 2.1: April 20 – 24, 2020 will be the first South Dakota Week of Work to connect businesses with future workforce and promote work-based learning.

Strategy 2.2: Streamline business engagement and services as part of the 2020 Workforce Plan by offering joint DHS and DLR training for business engagement and more opportunities for businesses to learn more about services.

Strategy 2.3: Create speaking points and a business engagement plan for each community while training staff to record business services in SDWORKS. Create a Customer Relationship Module to identify engagement and measure efforts with businesses not registered in SDWORKS.

Goal 3: Engage a system of continuous improvement to ensure the alignment of workforce services. As a means to continuous improvement and alignment of workforce services, ensure coordination and collaboration with partner agencies and community partners.

Strategy 3.1: Improve data sharing among case management information systems impacting the four WIOA core programs.

Strategy 3.2: Offer job search assistance, the National Career Readiness Certificate (NCRC), and high school equivalency prep courses to inmates and review partnerships with the Department of Corrections (DOC) to identify ways to better engage and retain ex-offenders in the workforce.

Strategy 3.3: Develop a strategic plan to improve services and increase the presence and engagement in rural communities.

Strategy 3.4: Complete development of a module in SDWORKS to help streamline the process for providers to apply for the Eligible Training Provider List (ETPL).

Strategy 3.5: Continue efforts to train One-Stop Career Center staff to engage with businesses and discuss Registered Apprenticeship opportunities for their workforce.

Strategy 3.6: Ensure continuous collaboration by holding annual meetings among WIOA partner programs to identify collaborative efforts, best practices, and areas for improvement.

DIVISION OF REHABILITATION SERVICES

The South Dakota Division of Rehabilitation Services (DRS) is committed to ensuring that rehabilitation services are made available on a statewide basis to individuals with the most severe disabilities who have not traditionally been competitively employed or for whom competitive employment has been interrupted or intermittent.

Goal 1: Students and youth will enter their adult lives capable of self-advocacy with sufficient experience to make choices about work and career, being appropriately supported and living as independently as possible.

Strategy 1.1: Coordinate vocational rehabilitation services for clients who are attending post-secondary programs.

Strategy 1.2: Increase and strengthen transition services for eligible students who are exploring their employment future.

Strategy 1.3: Implement outreach and informed choice strategies to include strategies to enhance effective communication for youth who are deaf or hard of hearing.

Strategy 1.4: Conduct outreach activities for teachers, students with disabilities and their family members to provide information on vocational rehabilitation services.

Strategy 1.5: Increase and strengthen transition services for students who are Native Americans or other minorities with disabilities exploring employment future.

Strategy 1.6: Increase the availability of Pre-Employment Transition Services to school districts across the State.

Strategy 1.7: Increase the number of applicants and service delivery for transition services for students with disabilities prior to age 16.

Goal 2: DRS will facilitate the development of a strong statewide community with partnerships with workforce systems, businesses, State Government, tribal systems, schools, service providers and service organizations.

Strategy 2.1: Increase the service capacity and quality of services delivered through the service providers.

Strategy 2.2: To maintain and expand partnerships with the business community.

Strategy 2.3: To maintain and expand partnerships with organizations serving Native Americans and other minorities with disabilities.

Strategy 2.4: To maintain and expand working relationships with entities, agencies, and organizations to enhance the delivery of vocational rehabilitation services to underserved rural areas.

Strategy 2.5: To maintain and expand the extended services for assuring successful employment for supported employment clients.

Strategy 2.6: State Government will be a model employer in increasing the employment of people with disabilities in State Government.

Goal 3: DRS clients will have access to transportation services needed to obtain and maintain employment.

Strategy 3.1: Increase knowledge of the available transportation systems and compatibility with the employment systems.

Strategy 3.2: Promote the participation with disability agencies, local communities and workforce partners to improve transportation services.

Strategy 3.3: Expand transportation options for Vocational Rehabilitation clients with a focus in rural areas and underserved populations.

Goal 4: The VR Service delivery system will result in enhanced earnings, employee benefits, retention and career advancement for DRS clients.

Strategy 4.1: Improve the employment retention of Vocational Rehabilitation clients.

Strategy 4.2: Increase the knowledge base and understanding of supports and services for people with mental illness by VR staff, providers and businesses.

Strategy 4.3: Increase awareness and referrals to Benefits Specialists services for VR clients.

Strategy 4.4: Increase the knowledge base and understanding of the Ticket to Work initiatives for Social Security beneficiaries, VR staff, providers and businesses.

Strategy 4.5: Increase work experience opportunities for adults with disabilities with a focus on individuals with mental illness, those living in rural areas and underserved populations.

Strategy 4.6: Continue in the development and increase utilization of vocational skills training for individuals with disabilities in South Dakota.

Goal 5: DRS clients will have the skills, motivation and supports necessary to make an informed choice for successful daily living, employment, money management, personal and work relationships.

Strategy 5.1: Provide training on strategies and tools for the Vocational Rehabilitation Counselors to assist VR clients to reach their employment goal.

Strategy 5.2: Vocational Rehabilitation Counselors will utilize counseling strategies and tools for assessing critical strengths and barriers to enhance the client's personal life status and employment skills.

Strategy 5.3: Expand provider supports for life skills development.

Strategy 5.4: Increase awareness, supports and the utilization of self-employment as an employment outcome for VR clients.

SERVICE TO THE BLIND AND VISUALLY IMPAIRED

The mission of the South Dakota Division of Service to the Blind and Visually Impaired (SBVI) is to provide individualized rehabilitation services for optimal employment and independent living outcomes for citizens who are blind or visually impaired. To accomplish this mission, the Board of SBVI and the Division of SBVI developed the goals listed below in cooperation with WIOA core partners.

Goal 1: Improve earnings, benefits, and career advancement for consumers served by SBVI.

Strategy 1.1: Increase utilization of South Dakota Rehabilitation Center for the Blind to improve skills of clients served, including alternative techniques and vocational services.

Strategy 1.2: Maintain and emphasize the quality of job development services to SBVI clients by providing specialty training on blindness and visual impairments to providers.

Strategy 1.3: Expand the use of Integrated Resource Teams to address the broad array of needs for those with significant disabilities.

Goal 2: Work with workforce programs and other partners so that referral sources, employers, and citizens who are blind or visually impaired are aware of the unique services provided by SBVI.

Strategy 2.1: Design and disseminate outreach materials and participate in activities that target employers to educate them on the capabilities of people who are blind or visually impaired.

Strategy 2.2: Annually conduct activities that promote services for citizens with vision loss including those from minority backgrounds.

Strategy 2.3: Annually review and update outreach materials and procedures that staff utilize to promote services to referral sources, employers and other entities.

Goal 3: Ensure that Vocational Rehabilitation consumers receive services that allow for informed choice and help them to improve their ability to communicate, interact, and perform to their potential in their community.

Strategy 3.2: Collaborate with workforce programs and other partners to ensure essential life supports are in place so SBVI clients have the skills necessary to obtain employment.

Strategy 3.3: Ensure access to specialized skills training by trained/certified providers.

Strategy 3.4: Improve access to peer supports and behavioral health supports to address life conditions of those with visual impairments and blindness.

Goal 4: Strengthen the agency's ability to provide quality services to minority populations in South Dakota.

Strategy 4.1: Coordinate with the Board of Vocational Rehabilitation and workforce programs to plan educational activities on norms, beliefs and values of minority populations.

Strategy 4.2: Collaborate with Tribal Vocational Rehabilitation programs to ensure that all eligible individuals are served in an effective and efficient manner on reservations and tribal lands.

Strategy 4.3: Inform minority populations of vocational rehabilitation services and the role of SBVI to meet the needs of those who are blind or visually impaired in these populations.

Goal 5: Provide quality transition services to eligible students that facilitate their movement from school to post-secondary education and/or optimal employment outcomes.

Strategy 5.1: Continue transition activities and services, such as Project Skills, Project Search, Youth Leadership Forum, Catch the Wave, and SBVI Transition Week, which provide students with valuable experiences and skills development needed to move from school to employment.

Strategy 5.2: Develop strategies with the SD School for the Blind and Visually Impaired Transition Specialist to provide statewide education to teachers, students and family members about services available to students through SBVI.